

The logo for REAL PATHWAYS Rhode Island. The word "REAL" is in orange, "PATHWAYS" is in white on a grey rectangular background, and "Rhode Island" is in black below it.

REAL PATHWAYS Rhode Island

FY 2021 Grant Pre-Proposal Conference

Monday June 29, 2020

Rhode Island Department of Labor and Training

- What is Real Pathways RI?
- Review of Process and Timeline
- Review of Grant Solicitation
- Q&A

- What is Real Pathways?

Program

Real Pathways RI is the state's community-based workforce program that supports partnerships between public, private, and nonprofit agencies that focus on serving populations with barriers to employment (ex. veterans, persons experiencing homelessness, low income families) or regions of the state with above average concentrations of unemployment, while responding to the economic challenges brought about by the Covid-19 pandemic.

Goals

- Respond to the immediate health and economic challenges brought about by Covid-19;
- Encourage mobility for Rhode Island's jobseekers with barriers to employment through targeted job training and other workforce solutions that lead to jobs, increased wages, and increased educational/credential attainment;
- Meet the needs of Rhode Island employers for a skilled workforce;
- Promote collaboration, not competition, between and among entities that provide employment and training services for similar populations or regions of the state;
- Address 'systems gaps' and deficiencies within the current education and workforce development network.



875

Individuals Earned an
Industry Credential



390

Individuals Achieved an
Academic Outcome



147

Individuals Learned
English



1330

New Hires
Placed

HOW IS IT DIFFERENT?



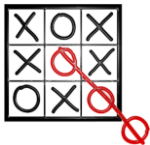
Defined by the Unique Challenges faced by Target Populations: In addressing the needs of employers and industry partners, partnerships should address the specific challenges faced by target populations or regions.



Collaboration and partnerships are key: Programs are not dependent on the strengths (or weaknesses) of one entity. Multiple partners must be at the table, each doing what they do best.



It can fill systemic gaps: Funds can be used to fill observed 'gaps' in the current workforce-education system, and enhance already existing efforts, if justified to assist the target population.

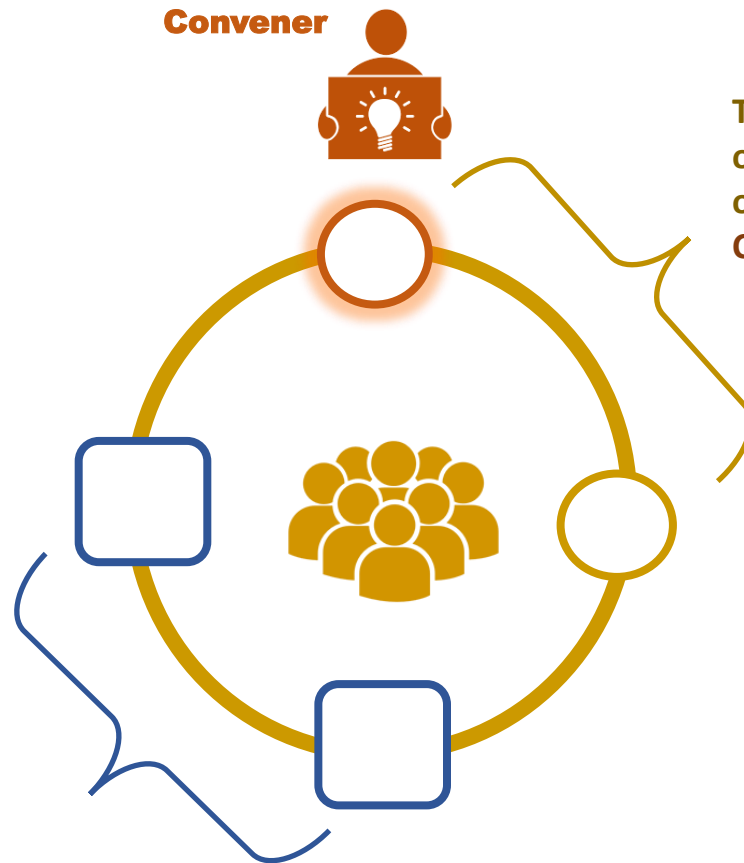


It encourages innovation: Real Pathways does not dictate what solutions must look like. Training, support services and other solutions are 'on the table'.



It's flexible: Real Pathways RI utilizes the 'cooperative agreement' model used by federal agencies such as NIST/MEP. This allows the program to be far more responsive to the needs of job seekers and employers and take advantage of opportunities when they arise.

STRUCTURE AND ELEMENTS OF A PARTNERSHIP (minimum)



Convener

Two or more organizations focused on the needs of a specific population or region. (one to serve as Convener)

Two or more representatives from employers/industry

At least two organizations (including but not limited to: public, private, community-based, and non-profit agencies, training and education providers, and others) that serve a similar population with barriers to employment or region of the state with higher than average concentration of unemployment and/or poverty;

At least two representatives from employers/industry (including but not limited to: employers in the same industry or with a similar workforce/talent need; representatives from a regional Chamber of Commerce, representatives from a trade/industry organization, a Real Jobs RI sector partner, a local or regional economic development agency, or a labor union)



- An entity with credibility and trust of all partners
- Critical to the partnership's success
- Leads the development and execution of the project
- Serves as unbiased 'project manager' for the partnership
- Should have workforce development knowledge and expertise
- Acts as intermediary (and 'gate keeper') between elements of the workforce/education network and the partners.



**Strategic
Partners**

- Nonprofits, Community Based Organizations, Education and Training providers, Social Service Agencies that serve the needs of a specific population or region.
- High Schools, Colleges, Universities, and other Training and Education Partners
- State agencies



**Employer
Partners**

- Including but not limited to: employers in the same industry or with a similar workforce/talent need; representatives from a regional Chamber of Commerce, representatives from a trade/industry organization, a Real Jobs RI sector partner, a local or regional economic development agency, or a labor union
 - Commitment should be specific, actionable, and related to the goals of the partnership

STRUCTURE AND ELEMENTS OF A PARTNERSHIP





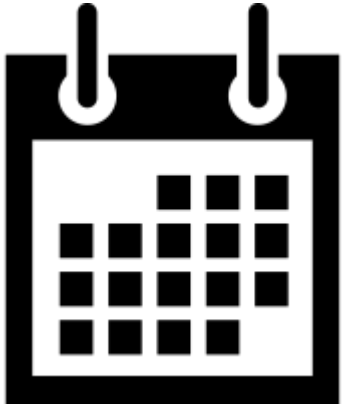
- **Target Population:** Target populations include adults and youth with demonstrable barriers to employment including, but not limited to: veterans, homeless individuals, ex-offenders, individuals with disabilities, Unemployment Insurance claimants, low-income families, TANF recipients, long-term unemployed (i.e., greater than six months), older workers, individuals with a high school education or less; foster and other youth in state care; individuals facing behavioral and/or substance abuse issues, and individuals with limited English proficiency.
- **Region:** Target regions includes regions of the state with concentrations of poverty and/or unemployment that are above the statewide average. Region is a flexible term. It is not limited to geographic boundaries. Applicants have the flexibility to define a region, for example, by industry labor markets that are already known or understood, rough concentrations of populations (ex. 'South County', 'Providence Metro', 'Aquidneck Island'), commuter patterns or industry hubs.

Are these the only Targets? No. Any population can be proposed with sufficient justification.

Proposals will be expected to describe how the target population/region has been economically impacted by Covid-19.

- Review of Process and Timeline

KEY DATES



Event	Target Date
Grant Solicitation Released	Tuesday 6/16/20
Grant Pre-Proposal Conference	Monday, 6/29/20 at 1:00pm
Deadline for questions is Monday, 7/6/20 at 4:00pm	
Q&A's Posted	Friday 7/10/20
Implementation Grant Proposals Due	Monday August 3, 2020 by 4:00pm
Review and Evaluation Period	8/3/20-9/3/20
Implementation Grant Awards Announced	Mid-Late September
Performance Period Start Date	

- Review of Grant Solicitation



THE BASICS:

- 15 Page Limit
- The Partnership
 - Applicant Group must be comprised of at least two strategic partners and at least two employer/industry partners
 - Identify the Lead Applicant, Convener, and Fiscal Agent (next slide)
 - Establish an effective collaborative Real Pathways RI community partnership
- The Project
 - Identify the Target Population or Region
 - Identify the workforce challenges facing target population or region
 - Identify the employer/industry need to be met
 - Identify the Workforce Solution(s) to be implemented, including;
 - A Strategy, a Plan and a Budget
 - Implement the identified Workforce Solution(s), or work with the GWB to revise



LEAD APPLICANT

- Implements/Oversees the Workforce Solution(s)
- Handles paper work and performance reporting for the grant
- May or may not be the Convener
- May or may not be the Fiscal Agent



CONVENER

- An entity with credibility with partnership members
- Serves as unbiased 'project manager' for the partnership
- Leads the conversation while balancing interests of all parties
- Obtains and acts on employer, client, and partner feedback



FISCAL AGENT

- An entity with credibility with partners
- Responsible for the partnership's expense reporting and the receipt and disbursement of funds
- Has the capacity to manage funds and maintain fiscal records



- **Awards are contingent on the receipt of disbursements from appropriate funding sources. Available funds may be severely impacted by the Covid-19 outbreak.**
- Initial funding requests should not exceed \$150,000 (any requests exceeding \$150,000 must be accompanied by detailed justification).
- Grants funds are generally distributed on a reimbursement basis.
- The number of grants awarded will be determined by a competitive process and available funding.
- Proposed partnerships will be evaluated independently from accompanying Workforce Solution proposals and Partnerships may be formally established without an immediate funding award. In these instances, Partnerships will work closely with the GWB to refine Workforce Solution proposals.

GRANT AWARDEES / REQUESTS FOR ADDITIONAL FUNDS



- Grant Awardees will enter into a cooperative agreement with the Governor's Workforce Board and will be recognized as a Real Jobs Partnership for a period of one year with the opportunity for (up to) two-year extension
- During this contract period, the Partnership may request additional funds to expand, repeat, or introduce new program activities, or other workforce solutions, consistent with their Comprehensive Plan (which must be developed during the first year of funding).
- Applications for additional funds are reviewed and approved based on a set of criteria, and are also subject to available funding.
- Requests for additional funding may be submitted at any time and can generally be turned around within 30 days.

Target Population and/or Region

- The proposal provides a clear definition of the target population and/or region to be served, and describes how and why it has been identified
- Sufficient data or information is provided to demonstrate the economic and/or employment challenges facing the target population and/or region to be served
- The proposal clearly identifies the critical workforce challenges or barriers to employment for the target population and/or region to be served
- Sufficient data or evidence is provided to demonstrate the critical workforce challenges or barriers to employment identified
- The proposal demonstrate that the target population and/or region has been adversely impacted by the Covid-19 pandemic and related economic challenges.

Real Pathways Partnership Members

- There a clear and cogent rationale for the selection of the Lead Applicant, Convener, Fiscal Agent and other partners
- The Lead Applicant has the ability to fulfill its role
- The Convener is credible, objective, and has clear knowledge of the target population or region
- The Lead Applicant and Fiscal Agent have demonstrated the administrative and fiscal capacity to properly and effectively manage grant funds, submit timely and accurate expense reports, and meet program reporting requirements
- The proposal includes well-thought out and intentional action steps outlining how the Partnership is going to work collaboratively

Workforce Solution Plan

- The strategy and goal of the Partnership is clearly articulated and makes sense.
- The planned workforce solution directly relates to the Partnership's strategy, goal, and the previously identified critical workforce challenges or barriers to employment
- The proposal adequately demonstrates how the workforce solution will enhance the employment prospects of participants
- The proposal clearly describes the specific roles each partner will play in executing the workforce solution
- The proposal provides theory and evidence to support the rationale for the plan design
- If applicable, If the proposed workforce solution involves occupation training:
 - The proposal outlines a clear and cohesive strategy for recruitment
 - Supportive services, if identified, complement the proposal and benefit the participants
 - The proposal has a concrete strategy for job placement and/or advancement?
 - (If applicable) Approval from a relevant agency for training activity is included.
- If applicable, is the workforce solution informed by the Covid-19 outbreak and its related impacts

Partner Engagement and Growth

- Strategic partners are sufficiently engaged in the implementation and operation of the workforce solution
- The proposal demonstrates that employers helped inform the development of the workforce solution
- The proposal includes a mechanism for feedback from, and continued engagement of, partners
- The proposal provides a clear and cogent plan for identifying and adding additional partners in the future
- The proposal describes how some or all of the Partnership members have worked with each other or with the state in the past.
- The proposal demonstrates that the Partnership is capable of successfully developing and implementing the workforce solution

Budget and Budget Narrative

- Are the expenses listed in the budget reasonable, allowable, and reflective of the proposal?
- [For enhanced consideration, not required] Does the proposal include leveraged resources and/or in-kind contributions from employer partners or other members of the Partnership?

Other Factors for Consideration

- Has the GWB received multiple proposals focused on similar population or region of the state?
 - Are the proposed activities unique or novel?
 - Do the proposed activities reflect recognized best practices?
 - Has the applicant performed adequately on previous GWB-funded activities (if applicable)?
 - Are the proposed activities scalable?
 - Are there other compelling reasons to fund the proposal?
-
- **GWB reserves the right to reduce awards amounts**
 - **GWB reserves the right to revoke funding**
 - **Funding is contingent upon availability**
 - **GWB priority for multiple, diverse partners**
 - **GWB priority to serve multiple diverse populations/regions**

- Q&A

Questions?

- Please email your questions to DLT.GWBINFO@DLT.RI.GOV
- Deadline for questions is Monday, 7/6/20 at **4:00pm**.
- Response provided to all in a timely fashion
- **Please check the FAQs at GWB.RI.GOV before emailing your question. We will regularly post updates to the FAQs.**

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